

Minutes – September 23, 2014

**SPECIAL MEETING** of the Adams County School District 14 Board of Education was called to order Tuesday, September 23, 2014 pursuant to notice by Mr. Vashaw, President, at 5:37 p.m.

Executive Session

**MOTION** was made by Mrs. Morton, seconded by Mr. Rolla to move into executive session pursuant to **\*C.R.S. §24-6-402(4)(b)**—Legal Advice; for the Board to discuss and receive legal advice on specific pending legal matters.

Mrs. Morton, aye; Mr. Quintana, aye; Mr. Rolla, aye; Mr. Vashaw, aye

**MOTION CARRIED**

The Board of Education adjourned executive session at 6:25 p.m.

**REGULAR MEETING SESSION** of the Adams County School District 14 Board of Education was called to order Tuesday, September 9, 2014 pursuant to notice by Mr. Vashaw, President, at 6:38 p.m.

Roll Call

Present: Mrs. Morton, Mr. Quintana, Mr. Rolla, Mr. Vashaw

Also Present: Patrick Sánchez, Walter Kramarz

Excused: Mrs. Quintana

**MOTION** was made by Mr. Rolla, seconded by Mr. Quintana to approve the minutes of September 9, 2014

Mrs. Morton, aye; Mr. Quintana, aye; Mr. Rolla, aye; Mr. Vashaw, aye

**MOTION CARRIED**

**MOTION** was made by Mr. Rolla, seconded by Mrs. Morton to amend the agenda to include amendments to personnel actions.

Mrs. Morton, aye; Mr. Quintana, aye; Mr. Rolla, aye; Mr. Vashaw, aye

**MOTION CARRIED**

**MOTION** was made by Mr. Rolla, seconded by Mrs. Morton to approve the agenda as amended.

Mrs. Morton, aye; Mr. Quintana, aye; Mr. Rolla, aye; Mr. Vashaw, aye

**MOTION CARRIED**

Recognitions & Celebrations

**2014 New Teacher Induction**—Superintendent Sánchez was proud to recognize members of Team Adams 14 who gave countless hours to help create and enhance the New Teacher Induction

Program at the beginning of the 2014-15 school year. Under the leadership of Katie Stahl, Adams 14's Director of Teaching and Learning, this year's Induction Program included: Increased instructional support; Laptops were delivered to new teachers during Induction Week; All Induction sessions were presented through the lens of inclusive excellence; A bus tour of the District was included in the program; More collaborative inclusion from all District departments, which enabled an exceptional introductory experience for new teachers; And finally, reviews from new teachers regarding their overall experience at New Teacher Induction were excellent. They thoroughly enjoyed the variety of topics, especially learning about Adams 14 and how incredible our students are. Among the many members of Team Adams 14 who contributed, we'd like to first recognize the instructional coaches who truly went above and beyond to make Induction a success. These educators were working around the clock to make sure our newest members of Team Adams 14 experienced a world-class introduction to the District. A special thanks to: Jan Carson from Adams City Middle School, Tracy Rudhe from Lester Arnold High School, Becky Jones from Hanson Elementary, Dee Bench from Dupont Elementary, Kristin Lockwood (AVID coordinator at Adams City Middle School, Andrea Eisenbaum from Kearney Middle School, Colleen Urlik from Kemp Elementary, Sharon Zeman from STARS Early Learning Center, Allison Durgin from STARS Early Learning Center, and Ashlee Goetz from Hanson Elementary. Additionally, the District would like to thank the Technology Department for making sure all orders were placed, tracked, delivered and set-up so seamlessly. The Technology Department not only delivered the hardware, but was also available to provide one-on-one support to make sure our new teachers were confidently prepared to start their work on Team Adams 14. A special thanks to: Gabe Muniz, Geoff Winterbourne, Brandon Steili, Justine Hamilton, Josh Vaughan, and Jordan Barrett. We would also like to recognize a few members of Team Adams 14 who did all of the incredible work from behind the scenes. These employees also put in hours outside of their normal work day to ensure the day was a success. From putting materials together, to organizing and ordering materials, helping to set-up and checking teachers in, these members of Team Adams 14 went above and beyond. A special thanks to: Barbara Heumann, executive assistant to the Chief Equity and Communications Officer and Elvia Perez, Adams City High School building engineer. Additionally, several members of Team Adams 14 helped by presenting and providing facilitation to throughout the Induction week. These team members put in a lot of work and effort to present our new teachers with innovation as they begin their journey in Adams 14. A special thanks to: Teresa Hernandez, Lina Quintero, Pat Hurrieta, Dawn Loge-Greer, Kristen Morel, Barb Umsted, Erin Brophy, and Kelly Brandon. Of course, the Human Resources Team provided their exemplary expertise in ensuring the orientation to Team Adams 14 was done flawlessly. A special thanks to: Leon Cerna, Russ Bennett, Beckie Wanrow, Erin Brophy-Lindo, Sandy Latimer, Cellia Chavez, Abby Thorn, and Yessica O'Connor.

**TCAP Students**—Superintendent Sánchez was honored to recognize 12 Adams 14 students who scored Advanced in all three areas of the 2014 Transitional Colorado Assessment Program, or, TCAP. The TCAP is Colorado's standards-based assessment designed to provide a picture of student performance to schools, districts, educators, parents and the community. The primary purpose of the assessment program is to determine the level at which Colorado students meet the Colorado Model Content Standards in the content areas assessed. These 12 students should feel incredibly proud of this notable accomplishment. Their commitment to academic distinction truly sets the tone for excellence in Adams 14, and we are so incredibly impressed by their efforts. The District is thrilled to recognize these Adams 14 students. A special recognition to: Francis Nation, Leilonni Simmons-LaPenna, Jesus Garcia-Chavez, Alondra Sierra-Campos, Kamberli Urbina-Ramirez, Lizbeth Parra-Arreola, Hadamarys Martinez-Loya, Brooke Howton, Nicole Bopp, Kamyla Gutierrez, Bryan Saenz, and Kimberly Lazos.

**Celebrando el Grito**—Superintendent Sánchez was proud to announce that on Tuesday, Sept. 16, Adams 14 kicked-off Hispanic Heritage Month with a special event presented by the Student Councils from Adams City High School and Lester Arnold High School. Our Student Leadership Committee was able to present an exclusive screening of *Cesar's Last Fast*, a powerful documentary film featuring never-before-seen footage from Cesar's journey. Thanks to generous community donations, the event included special entertainment from the No "MO" Violence Dance Group, as well as delicious burritos from La Casa del Rey! This special event would not have

occurred if it were not for several special adults in our community who provided leadership and a genuine commitment to the students of Adams 14. A special thanks to: The Adams 14 Board of Education, Superintendent Pat Sánchez, Deputy Superintendent Dr. Kandy Steel, Reba Drotar, Ms. Celia Reyes-Martinez, Mr. Anthony Smith, Mr. Gianni Thompson, Mrs. Anita Mercado, The No “MO” Violence Dance Group, Commerce City Councilman Steve Douglas and Mrs. Kristi Douglas, La Casa Del Rey, and Adams 14 Student Leadership Sponsors Mr. José Guardiola and Dr. Robyn Duran. And finally, we have a very special thank you. A few weeks ago, our Student Leadership Committee met with community member Mr. Timio Archuleta. Mr. Archuleta shared with us his inspiring description of the *Cesar’s Last Fast* documentary film he generously secured and donated for us to all watch. Thank you, Mr. Archuleta for your commitment to inspiring, educating and empowering all students in Adams 14 to succeed!

**Superintendent Sánchez Recognized by White House**—Administrative Assistant to the Superintendent and Board of Education Monica Aviña was proud to announce that on Monday, September 22, 2014, the White House honored local “Champions of Change” who are doing extraordinary work to educate the next generation of Americans. The Champions have distinguished themselves by devoting their time and energy to creating opportunities for young people to succeed, particularly in low-income communities. As part of Hispanic Heritage Month, this event will showcase these leaders and the exceptional contributions they have made to Latino communities and this country. The program will feature remarks from Jim Shelton, Deputy Secretary of the Department of Education, and Alejandra Ceja, Executive director of the White House Initiative on Educational Excellence for Hispanics. The Champions of Change program was created as an opportunity for the White House to feature individuals doing extraordinary things to empower and inspire members of their communities. Adams 14 is elated to share that their very own Superintendent Pat Sánchez was selected by the White House as a Champion of Change for his incredible exemplary work in Adams 14. Pat’s mantra, “Failure is Not an Option”, guides leadership and continues to inspire him to work harder on behalf of the students he serves in Adams 14. Pat has an unwavering commitment to inclusive excellence for each and every student, family, employee and community member in Adams 14. We all know how incredible Pat is, and now the rest of the country knows it as well. Please join me in congratulating Adams 14 Superintendent Pat Sánchez.

#### Audience Comments

Adrian Schimpf, 6081 Locust Street, Commerce City, CO 80022

**Issue: Community Comment**—Mr. Schimpf discussed a series of complaints and other related comments.

Shelagh Quintana, P.O. Box 755, Commerce City, CO 80037

**Issue: Classified Week**—Ms. Quintana reminded the Board of Education of Classified Employee Week in Adams 14 October 13-17, 2014.

Reba Drotar, 5291 E. 60<sup>th</sup> Avenue, Commerce City, CO 80022

**Issue: CCBPA Afterhours Event Invite**—Mrs. Drotar invited everyone to the Commerce City Business and Professional Association Afterhours meet and greet event taking place at the Adams 14 ESS on Wednesday, October 8 at 4:30 p.m.

Maria Ayala, Student

**Issue: Marine Corps Birthday Ball Invite**—Miss Ayala wanted to personally invite the Board of Education and Superintendent to attend the 239<sup>th</sup> Marine Corps Birthday Ball to be held on Friday, November 6 at 6:00 p.m. at the Doubletree by Hilton Hotel Denver.

#### Responses to Prior Audience Comments

**Mr. Kramarz**—The District Administration absolutely takes public complaints seriously. While this is not the proper forum for individuals to air their personal issues or personnel issues, we welcome general comments, feedback and, yes, constructive criticism and complaints from the community about issues that affect our students, teachers and staff are important and most helpful when a

complaint is also combined with a potential solution. We all want what is best for our kids, our employees and our community and the best solutions occur when cooler heads prevail. At the same time, it is important for the Board to allow the administrators, teachers and staff to address localized problems whenever possible, consistent with the Board of Education policies such as Policy KE. KE provides specifically that, "Board Members shall avoid personally intervening with district employees for the purpose of complaint resolution." Historically, past Board member involvement in things like personnel matters has not resulted in positive outcomes for Adams 14. But this Board is, now more than ever, following its own policies, like Policy KE, and is intent on keeping our focus on providing the highest-quality education we can for our kids in an environment that is safe and free from discrimination. As the OCR made very clear, we still have work to do in this area, and we take that work seriously. Recently, questions have been raised about the necessity for specific training of the kind that the OCR has directed us to do. As many of you know, the OCR identified real problems within this District and mandated that we take very specific steps to correct the historic problems. We are doing that now with programs like the Pacific Education Group's trainings in St. Louis, *collaboration with the CU Bueno Center*, *training with Metro State College*, and *ongoing collaboration with the OCR*. And while we realize that some people are concerned that training and programs like this cost money we have to invest in making our community an open and welcoming place for everyone. Our kids, community and employees deserve this improved environment, and we will continue to be monitored by the OCR and continue trainings as prescribed by the OCR. And before long, we expect to have developed the in-house capacity to the point that we can conduct our own trainings. Another recent concern raised focused on contracting seasonal grounds work to Triad, a vendor. This seasonal contracting had been done for years and in no way is it intended to replace our own employee group but is offered as supplemental help. But now, this Administration leadership asked, why pay a contractor when we can use that same money to provide summer jobs for our own Adams 14 students? So we actually hired ADAMS 14's own students as temporary employees over this summer to perform that work that otherwise could have been performed by Triad. Our Adams 14 students did a great job, and obtained valuable job experience in the process. The program was such a success that we intend to do the same thing next summer. So let's celebrate something that never happened before! Allocating district dollars from contracted services, to our own Adams 14 students' pockets! As also announced in August, we'll be rolling out very soon a Fraud/Waste/Ethics Hotline, which will also enable anonymous reporting, in English and in Spanish. As far as we know, that has never been done in Adams 14 history. Let's celebrate that. Recently we've held contractors accountable for repairing construction work done and paid for by Adams 14 years ago. As far as we know, that accountability hadn't ever been demanded before, until now. Let's celebrate that. We realize that there may still be individuals who have concerns about the work environment. Once again, for every individual who files a complaint of discrimination, the District has a specific process to address that complaint of discrimination. While we cannot get into specific cases here, anyone who files such a complaint will receive a written response and notification as to the outcome when it is reached, not before investigation is concluded. And anyone who feels that he or she has been the victim of discrimination or a witness to discrimination is strongly encouraged to file a complaint with a district supervisor, administrator, the legal counsel office or the District Grievance Officer. The OCR is monitoring this process, and we will take all appropriate and reasonable measures to address specific concerns as defined by the OCR agreement. In conclusion, this is a District that has many different voices from people who come from many different perspectives. We all know that this District, like every school district, constantly faces hard issues and pressure from all of its different constituencies. We will listen and hear all of those voices, while still recognizing that our first priority is and must be to take good care of and offer the best possible education to, the District's children.

#### Superintendent's Report

**Rose Hill Elementary**—Principal Sherry Segura and Assistant Principal Naomi Duran-Flynn presented information regarding Rose Hill Elementary to the Board of Education. Ms. Segura

spoke about their ultimate goal was getting to performance ranking by CDE. They also spoke about the National Center for Time and Learning and how the school time analysis tool was being utilized at Rose Hill. They reviewed and shared details regarding the new schedule at Rose Hill. Rose Hill's Mission Statement is: "Our mission as Rose Hill Elementary is a commitment to partnering with our community to educate and empower our students to be 21st century college and career ready. We honor and embrace our culturally and linguistically diverse students, staff, and families by incorporating all perspectives in planning, implementing, monitoring and revising instruction. All students will experience success." They shared information regarding the community engagement, school spirit, student success celebrations, and Ms. Segura also invited a couple parents to share their participation and experience at Rose Hill Elementary. They shared information on using time effectively to increase student engagement and achievement, students reading at lunch, and how all staff are working and learning together. Both Ms. Segura and Ms. Duran-Flynn invited the Board of Education to visit and experience the work students, families, and staff is doing to ensure increased student achievement.

**Kearney Middle School**—Principal Kathy Heronema and Assistant Principal Cristina Costas presented information to the Board regarding Kearney Middle School. "Kearney Middle school, in partnership with its parents, seeks to instill in its students high standards for academic scholarship, integrity, leadership, and responsible citizenship **through** a focus on academic rigor, relevance, and relationships." Is the KMS mission statement. Ms. Heronema gave information and spoke regarding their performance status with CDE. Ms. Heronema also shared how they are hiring and keeping the right people by inviting candidates to come meet the staff and students prior to them seeking an interview. All staff members have high expectations and support students to meet those standards behaviorally and academically. KMS teachers collaborate by creating time into their daily schedule, not because it is mandated but because they appreciate and respect each other. This year they have also built collaboration with ACMS and ACHS. Staff works on developing leadership capacity for both classified and certificated staff. KMS has wonderful programs in place such as coaches, mentoring, PBIS, clubs, supervisor positions, BLT, professional development and many other structures in place to support their amazing students and staff.

**Adams City High School**—Executive Principal of Instruction and Turnaround Anthony Smith presented information to the Board of Education regarding Adams City High School's reality, plan and progress. Mr. Smith shared information regarding ACHS's current CDE status of Priority Improvement, TCAP, growth data information. The plan is to increase instructional minutes. ACHS will increase Tier 1 Instruction effectiveness of all teachers by training and implementing research best practices, Race and Equity, and Collaboration and Culture. ACHS will increase student attendance for the 2014-2015 school year. Mr. Smith shared 2013-2014 school data and discipline data. Mr. Smith also shared how the culture at ACHS is evolving by having a wider array of electives and course offerings that helps student explore their passions such as: Health Sciences, Video Production and Broadcasting, Exploratory STEM Sections, Aviation, and Robotics. ACHS is offering parallel interventions to support student academic progress such as Conspiracy Theory (2nd Most requested class) and Cryptozoology (#1 requested class on the schedule). ACHS is also providing more college focus throughout the school year by increasing college visits, increasing opportunities for parents to hear and learn about the college process on a monthly basis, increase in college fairs, increase student exposure to college text, increase number of Advanced Placement classes, and increase the number of concurrent enrollment courses being offered. ACHS is also creating an assets focused model of education that emphasizes on what teachers and staff can do versus what they cannot do and also enhance the ACHS RTI model of instruction to support ELD and ELL at the Tier 1 level in every class. ACHS is increasing teacher supports by adding more teacher leaders and supports form instructional coaches and creating new systems to support our school running smoother and more efficient.

**Adams 14 Community Updates**—A video was shared regarding the success of the new program where Adams 14 students were hired for temporary summer jobs. The video: Brining it Home, Adams 14 Hires Students can be viewed with the following link: <http://vimeo.com/107004093>.

**OCR Update**—Dr. Robyn Duran, Chief Equity and Communication Officer gave an OCR update. Dr. Duran reviewed the findings by the Office of Civil Rights (OCR) relative to complaints against



## 2.0 Resolution

**MOTION** was made by Mr. Rolla, seconded by Mr. Quintana to approve resolution item 2.1.

### 2.1 Superintendent's Recommendation

Resolution Number 14-013

A Resolution in Support of November 2014 Ballot Issue 3E and Issue 3F

Mrs. Morton, aye; Mr. Quintana, aye; Mr. Rolla, aye; Mr. Vashaw, aye

## **MOTION CARRIED**

### Communications

Each Board member shared a highlight of their last two weeks.

President Vashaw reminded everyone that there is only one meeting in October, October 14, 2014.

It was consensus of the Board of Education to move the Tuesday, November 25 meeting to Monday, November 24 due to the annual Thanksgiving event held at Kearney Middle School. Formal action will be taken at the October 14 meeting.

It was consensus of the Board to hold a half day Board of Education retreat on Thursday, October 9 from 8:30 a.m. to 12:30 p.m.

President Vashaw reminded everyone to look at the screens for upcoming events and also to view the Adams 14 website for all upcoming school events.

### Executive Session

There is a need for a second **Executive Session** this evening under **\*C.R.S. §24-6-402(4)(b)**—Legal Advice; for the Board to discuss and receive legal advice on specific pending legal matters.

**MOTION** was made by Mrs. Morton, seconded by Mr. Rolla to move into executive session, after the executive session there will be no further business coming before the Board and we will be adjourned.

Mrs. Morton, aye; Mr. Quintana, aye; Mr. Rolla, aye; Mr. Vashaw, aye

## **MOTION CARRIED**

The Board adjourned the special meeting at 10:02 p.m. The next regular meeting of the Board of Education will be Tuesday, October 14, 2014. The Board will convene in the Board of Education room located at 5291 East 60th Avenue.

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Monica Avina  
Assistant Secretary to the Board of Education

Minutes – September 23, 2014

Approved and Entered into Proceedings  
October 14, 2014

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Mary Morton  
Secretary, Board of Education

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Robert Vashaw  
President, Board of Education